1981

CAGE

WARRANT

for

SPECIAL TOWN MEETING

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NOVEMBER 18, 1981

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FOR

1981 SPECIAL TOWN MEETING

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WARRANT FOR SPECIAL TOWN MEETING

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss. Town of Wayland

To any of the Constables of the Town of Wayland, in said County:

Greetings:

In the name of the Commonwealth you are required to notify and warn the inhabitants of said Town qualified to vote in Town affairs to meet in the High School Field House on

WEDNESDAY, NOVEMBER 18, 1981

at 7:45 P.M., then and there to act on the following articles:

ARTICLE 1. AMEND WAGE AND SALARY CLASSIFICATION PLAN

Proposed by: Personnel Board

Article 1. To see if the Town will vote to amend the Wage and Salary Classification Plan previously adopted by the Town, by deleting the entire Wage and Salary Plan and substituting in place thereof the text set forth below; or take any action relative thereto.

WAGE AND SALARY CLASSIFICATION PLAN

TOWN OF WAYLAND, MASSACHUSETTS

ARTICLE I

PERSONNEL BOARD

SECTION 1. There shall be a Personnel Board of five members appointed by the Selectmen, who shall have power to fill vacancies. The term of appointment shall be for five years except where the appointment is to fill a vacancy, and then it shall be to fill the unexpired term. No member of the Personnel Board shall be an employee of the Town or hold Town office. Members of the Personnel Board shall serve without compensation.

SECTION 2. The Personnel Board shall have the following powers and duties --

(a) to administer this Wage and Salary Classification Plan (hereafter called "Plan") in cooperation with the Town Boards and Departments affected;

(b) to approve all pay or classification changes of Town employees, including all hiring rates and classifications;

(c) [1] to negotiate collective bargaining agreements for the Town;

(d) to establish such central personnel files for all employees as it deems useful in the administration of the Plan; and

**** Typographical errors and Section numbers have been corrected **** incidental to the changes initiated below:

1 New sentence; reflects duty delegated by Selectmen.

(e) to review the operation of the Plan annually, including minimum and maximum wage and salary brackets, and recommend to the Town any appropriate changes.

In the case of any dispute concerning the interpretation or administration of the Plan, the decision of the Personnel Board shall be final, subject to an appeal to the Town at the next Town Meeting.

SECTION 3. The Personnel Board shall meet as often as necessary to consider such business as may be presented by Town Officials, Town Employees, or other interested persons, but not less often than quarterly. Three members of the Board shall constitute a quorum, and all action shall be taken by a majority of the members present at a Board Meeting, provided that the Board may delegate to the Chairman[2] or Administrator of Personnel power to act at any time on routine matters at the request of the employing agency, subject to appeal to the full Board.

ARTICLE II

SALARY AND WAGE RATES

[3]

SECTION 1. The positions of all non-elected Town Employees are classified under the following job titles with the wage and salary rates set forth:

2 Addition since the Town now has personnel to handle routine matters.

3 Ranges adjusted up 8% by Personnel Board effective July 1, 1981.

ADMINISTRATIVE AND PROFESSIONAL

FISCAL YEAR 1982 SALARY RANGES

POSITION TITLE	MIN.	MID.	MAX.
Executive Secretary	28,500	35,500	42,500
Admin. Fin. Serv./Pers.	25,000	31,000	37,000
Administrative Ass't.	15,500	19,500	23,500
Fire Chief	25,000	31,000	36,500
Police Chief	25,500	32,000	38,000
Town Accountant	21,000	26,500	32,000
Highway Superintendent	20,500	26,000	31,500
Park & Rec. Sup't.	20,500	26,000	31,500
Water Sup't.	20,000	25,000	29,500
Det'd. Social Worker	19,000	24,000	29,000
Treasurer/Collector	17,500	22,000	26,500
Town Surveyor	20,000	25,000	29,500
Bldg./Zoning Inspector	17,500	22,000	26,500
Library Director	16,500	21,000	25,500
Conservation Admin.	15,000	19,000	22,500
Data Processing Mgr.	19,000	24,000	29,000
Dog Officer	10,500	13,000	15,500
Supervisor of Jt. Comm.	11,500	14,000	16,500

4 FISCAL YEAR 1982 SALARY RANGE

Grade	Starting Salary	After 1 Year	After 2 Years	After 3 Years
S-1	$ 8,329	$ 8,676	$ 9,037	$ 9,375
S-2	8,676	9,037	9,375	9,772
S-3	9,037	9,375	9,772	10,148
S-4	9,375	9,772	10,148	10,563
S-5	9,772	10,148	10,563	10,978
S-6	10,148	10,563	10,978	11,421
S-7	10,563	10,978	11,421	11,874
S-8	10,978	11,421	11,874	12,343
S-9	11,421	11,874	12,343	12,854
S-10	11,874	12,343	12,854	13,363
S-11	12,343	12,854	13,363	13,893
S-12	12,854	13,363	13,893	14,435
S-13	13,363	13,893	14,435	15,021
S-14	13,893	14,435	15,021	15,615
S-15	14,435	15,021	15,615	16,257
S-16	15,021	15,615	16,257	16,897
S-17	15,615	16,257	16,897	17,572
S-18	16,257	16,897	17,572	18,277
S-19	16,897	17,572	18,277	19,006
S-20	17,572	18,277	19,006	19,765

4 Ranges adjusted up 8% by Personnel Board effective July 1, 1981.

POLICE DEPARTMENT

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
P-3	Lieutenant	1982	$21,763	$22,865	$24,018	$25,231
P-2	Sergeant	1982	18,815	19,741	20,724	21,763
P-1	Police Officer	1982	15,928	16,567	17,230	17,914

Night differential of 20¢ per hour. Stipend of $750 per year when officer serves as Investigative Officer; stipend of $2,000 per year for service as Youth Officer; stipend of $500 for service as Prosecuting Officer.

JOINT COMMUNICATIONS CENTER

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
S-6	Civilian Dispatcher	1982	$10,148	$10,563	$10,978	$11,421

FIRE DEPARTMENT (Negotiations in progress for FY 1982 wages)

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
F-5	Deputy Chief	1981	$21,430	21,430	21,430	21,430
F-4	Captain	1981	17,336	17,952	18,594	19,262
F-3	Mechanic and Electrician	1981	16,307	16,898	17,508	18,143
F-2	Clerk	1981	14,912	15,446	15,998	16,573
F-1	Firefighter	1981	14,276	14,787	15,312	15,860

Firefighters qualified as Emergency Medical Technicians receive a stipend of $500 per year.

OFFICE STAFF - UNION

Grade	Title	Fiscal Year	Start Sal.	After 1 Yr.	After 2 Yrs	After 3 Yrs	After 4 Yrs	After 5 Yrs	After 6 Yrs
C-1	Apprent.Clerk	1982	7066	7366	7669	7966	8293	8615	8965
C-5	Junior Clerk	1982	8293	8615	8965	9318	9694	10082	10486
C-6	Mach.Rm.Clerk	1982	8615	8965	9318	9694	10082	10486	10905
C-7	Switchboard Oper/Recept.	1982	8965	9318	9694	10082	10486	10905	11341
C-8	Senior Clerk	1982	9318	9694	10082	10486	10905	11341	11811
C-12	Prin.Clerk	1982	10910	11337	11783	12258	12752	13261	13792
C-14	Super. of Accounts	1982	11783	12258	12752	13261	13792	14349	14922
C-15	Payroll Super.	1982	12258	12752	13261	13792	14349	14922	15520

Stipends are added by vote of the Personnel Board. Currently, Principal Clerks in Assessors and Water Department have stipends of $500. Stipend of $360 added to Principal Clerk who also serves as Assistant Treasurer.

5 New Classification adopted by Personnel Board since last Town Meeting.

OFFICE STAFF - NON - UNION

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
S-18	Secretary to Exec. Sec'y.	1982	16,257	16,897	17,572	18,277
S-18	Computer Oper. Lead	1982	16,257	16,897	17,572	18,277
S-10	Secretary	1982	11,874	12,343	12,854	13,363
6 Hrly.	Secretarial Aide*	1982	4.58	4.58	4.58	4.58

*Seasonal or intermittent employees. Not permanent employees, no fringe benefits.

TOWN SURVEYOR

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
S-18	Senior Eng.Aide	1982	16,257	16,897	17,572	18,277
S-14	Engineering Aide	1982	13,893	14,435	15,021	15,615

BOARD OF HEALTH

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
S-14	Assoc. Detached Social Worker	1982	13,893	14,435	15,021	15,615
Hrly.	Health Inspector	1982	8.53	8.53	8.53	8.53
Contract -	Environmental Eng.	1982	14,796			
Contract -	Collector of Dead Animals	1982	600			
Contract -	Animal Inspector	1982	630			

6 Increased by 8% by Personnel Board since last Town Meeting.

LIBRARY (Negotiations in progress for FY 1982 wages)

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
S-18	Asst. Director	1981	15,053	15,645	16,270	16,923
S-17	Children's Libr. & Head Technical Services	1981	14,458	15,053	15,645	16,270
S-14	Asst. Librarian	1981	11,856	12,319	12,818	13,325
S-10	Admin. Ass't. Head Circulation	1981	10,994	11,429	11,902	12,373
S-8	Ass't. Children's Librarian	1981	9,369	9,747	10,133	10,536
S-6	Libr. Ass't.	1981	8,660	9,015	9,369	9,747
7	Hrly.Libr.Cl.	1982	4.69	4.69	4.69	4.69
	Hrly.Libr.Page	1982	3.35	3.35	3.35	3.35

8 HIGHWAY

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
H-11	Gen.Foreman & Master Mech.	1982	7.91	8.18	8.45	8.74
H-10	Working Foreman	1982	7.65	7.91	8.18	8.45
H-9	Mech. Welder	1982	7.40	7.65	7.91	8.18
H-8	Area Disp.Oper.	1982	7.16	7.40	7.65	7.91
H-7	Heavy Eq.Oper.	1982	6.94	7.16	7.40	7.65
H-6	Med.Equip.Oper.	1982	6.71	6.94	7.16	7.40
H-4	Laborer-Driver	1982	6.30	6.50	6.72	6.94
H-1	Laborer C	1982	5.73	5.92	6.10	6.30
Seasonal Working Foreman*		1981	4.75	4.75	4.75	4.75
Hrly. Misc. Lab.*		1981	3.50	3.50	3.50	3.50

*Seasonal and intermittent; not permanent employees

7 Increased by 8% by Personnel Board since last Town Meeting.
8 Highway reflects 8% increase negotiated with union since last Town Meeting.

PARK AND RECREATION DEPARTMENT

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
S-19	Asst. Supt.	1982	16,897	17,572	18,277	19,006
W-11	Gen. Foreman	1982	7.84	8.14	8.43	8.73
W-10	Mechanic	1982	7.60	7.84	8.14	8.43
W-9	Working Foreman	1982	7.34	7.60	7.84	8.14
W-6	Heavy Equip.Oper.	1982	6.64	6.87	7.11	7.37
W-4	Laborer-Driver	1982	6.23	6.44	6.66	6.89
W-3	Laborer - A	1982	6.02	6.23	6.44	6.66
W-1	Laborer - C (Part-time)	1982	5.65	5.83	6.02	6.23
	Seasonal Laborer	1982	3.40	3.55	3.70	3.70

Seasonal - Beach - Fiscal Year 1982

	1st Year	2nd Year	3rd Year
Supervisor	4.60	4.90	
Head Guard	4.10	4.25	4.40
Guard	3.60	3.75	3.90
Beach Police	3.20	3.30	3.40
Instructor	3.60	3.70	3.80
Instructor Aide	$60 per week		

WATER DEPARTMENT

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
WS-15	Maintenance #1	1982	14,544	15,101	15,673	16,271
WS-11	Maintenance #2	1982	12,563	13,046	13,528	14,031
Contract Meter Reader		1982	60¢ per meter read			

PART-TIME/SEASONAL POSITIONS

	Title	Salary FY 1982
	Inspectors - Gas	$3,565
	Wiring	7,130
	Plumbing	2,775
	Sealer of Weights and Measures	250
	Veteran's Agent	5,000
	Auxiliary Police Chief	1,200
	Registrars of Voters	50
	School Traffic Supervisors	2,713
	Substitutes	15.41/Day
9	Special Police, Matrons	6.99/Hour
	Police Cadet - Interns	117.25/Week
9	Call Firefighters	6.99
	Divers	10.00/Hour

9 Increased by 8% by Personnel Board since last Town Meeting.

SECTION 2. The Personnel Board may prepare such additional job descriptions to supplement the foregoing job titles as it deems desirable.

SECTION 3. If it becomes necessary during any year for any employing agency of the Town to hire a regular employee to do work not covered by an existing classification, the Personnel Board may establish a temporary new classification, but the same shall be submitted to the Town as a proposed amendment to the Plan in the next warrant for a regular Town Meeting.

SECTION 4. Upon request of an employing agency the Personnel Board is authorized, for cause shown, to convert an hourly rate shown in the foregoing schedule into a salary or a salary into an hourly rate, provided that no change shall be made which will increase or reduce the average earnings of any employee.

SECTION 5. The wages and salaries of Town employees shall be fixed in strict accordance with this Plan. No Town Board, Commission, Committee, Department, Official or Employee (herein sometimes referred to as an "employing agency") shall pay or employ any person at a salary or wage not fixed in accordance with this Plan and approved by the Personnel Board hereunder.

SECTION 6. Each full-time regular employee of the Town shall be awarded longevity pay in accordance with the following table:

After 5 years of service -- $100 per year
After 10 years of service -- An additional $50 ($150 total)
After 15 years of service -- An additional $50 ($200 total)
After 20 years of service -- An additional $50 ($250 total)
After 25 years of service -- An additional $50 ($300 total)
After 30 years of service -- An additional $50 ($350 total)

Payments will be made twice a year, on May 31 and November 30, and each payment will consist of half (1/2) of the yearly amount. To qualify for the additional payments under this Article, the employees must have completed the required years of service before the payment date. Part-time employees will be given consideration under this Article.

The Personnel Board will be responsible for determining the equivalency of longevity in each case.

[10] Administrative and Professional employees hired after January 1, 1979 shall not be awarded any longevity pay.

10 Policy adopted by Personnel Board and Selectmen.

ARTICLE III

HOURS OF WORK

SECTION 1. The regular work week for office and clerical employees shall be 35 hours.[11] For Fire Department personnel, it shall be 42 hours. For Police Department personnel, it shall be 37.5 hours. The regular work week for all other Town employees shall be 40 hours.

SECTION 2. Employees, other than members of[12] collective bargaining units, required to work more than 8 hours in any day or 40 hours in any week shall be compensated for such overtime at a rate based on one and one-half (1-1/2) times their regular hourly rates of pay[13] or may be given time off equal to the amount of overtime. Employees,[14] other than members of collective bargaining units, whose regular work week is less than 40 hours shall receive straight-time pay up to 40 hours per[15] week and time and one-half for all hours in excess of 40 hours per week, or may be given time off equal to the amount of overtime performed.

[16]

SECTION 3. Nothing in this Article shall apply to[17] Administrative and Professional employees.

[18]

11 Reference to "Nurses Aides" dropped since they are no longer Town employees.

12 Formerly read "Police and Fire Departments".

13 New provision; reflects provision in several union contracts.

14 New provision; recognizes differences in several union contracts.

15 Same as 13, above.

16 Three sections deleted which refer to Water Department employees and Police Department employees whose overtime is now covered by union contracts, and divers whose hourly pay is set each year.

17 Formerly read "the head of any department".

18 Section deleted; "shift differential" pay now covered in Police union contract.

ARTICLE IV

NEW EMPLOYEES --- RECLASSIFICATION

SECTION 1. An individual newly hired by the Town or permanently transferred from one job to another shall be paid the minimum salary or wage rate for his classification except as hereinafter provided. The appointing agency shall report all transfers and, so far as practicable, all proposed hirings to the Personnel Board in advance of appointment for approval of the employee's classification and salary or wage rate. When prior consultation is impractical,[19] the appointing agency may hire an individual, with the approval of the Chairman or the Administrator of Personnel, subject to review of his classification and salary or wage rate by the Personnel Board.

SECTION 2. Where, in the judgment of the Personnel Board and the employing agency, unfairness would otherwise result, a Town employee, temporarily assigned to work of a higher classification for at least one week, shall be paid the minimum rate for that classification for as long as he does such work.

SECTION 3. The duties of any employee may be reviewed by an employing agency upon request of the employee or its own initiative. If it appears to the employing agency that such employee belongs in a different[20] job classification because of changes in the nature of his duties, the employing agency may recommend his reclassification and shall submit a revised job description[21] to the Personnel Board which shall then review the facts and approve or deny the proposed reclassification. A reclassified employee shall be paid as an employee newly hired or transferred to the job as of the date the reclassification is approved.

SECTION 4. Where the Personnel Board finds that a qualified worker is not otherwise available for a job in the employ of the Town or serious unfairness would result, a new employee may be hired above the minimum for the bracket by crediting him with his experience in comparable jobs for other employers.

SECTION 5. Any employee who is promoted to a higher job classification will receive at least one periodic step increase under the classification at the time of promotion.

19 Added to cover situations where Personnel Board not scheduled to meet before hiring date.

20 Replaces "higher" to cover transfers or demotions.

21 Added to aid Personnel Board in reclassification decisions.

ARTICLE V

INCREASES WITHIN ESTABLISHED RATE RANGES

SECTION 1. After each of his first three years of service in a job classification (but beginning after the next payroll period), an employee shall be eligible for the step increase shown in the Schedule of Salary and Wage Rates. Step increases will be granted only upon written recommendation of the employing agency with the approval of the Personnel Board.[22] This Article does not apply to employees who are members of collective bargaining units or to Administrative and Professional employees.

The intent of this provision[23] of the Plan is to enable the Town to reward good and faithful service. It is intended that such increases will be granted for[24] merit, and increases will be withheld in any case where the employee has not progressed rapidly enough to[25] earn the increase set forth in the schedule.

22 Added for clarification.

23 Changed from "contemplated".

24 Changed from "normally".

25 Changed from "merit".

ARTICLE V-A

26 ANNUAL LEAVE

SECTION 1. Paid Annual Leave shall be as follows:

(1)	0 to 5 years employment:	13 working days
(2)	5 to 15 years employment:	19 working days
(3)	15 to severance:	25 working days

Leave days will start accruing as soon as the employee is hired, but none can be taken until the employee has had six months service.

SECTION 2. The schedule for earning leave days is as follows:

(1) For 13 days leave per year - one day each 20 regularly scheduled working days.
(2) For 19 days leave per year - one day each 13.7 regularly scheduled working days.
(3) For 25 days leave per year - one day each 10.4 regularly scheduled working days.

This earning schedule is based on 260 working days per year and a 5-day week.

SECTION 3. Permanent part-time employees will earn days at the same rate; i.e., calculated on the number of days worked, provided they work at least 20 hours per week.

(1) Leave may be taken one day at a time, with permission of the Department Head, and will be used for all personal business and family emergencies.

(2) Leave time may be accumulated up to 10 working days and carried over leave years until used or paid for at severance. Any accumulated time over 10 days not taken by December 31 of each year will be forfeited. For purposes of this Article, a leave year is defined as the period January 1 to December 31.

(3) All permanent part-time employees who work less than the standard full-time hours per week for that portion shall receive leave time based on the average number of hours worked the three months preceding the leave year, and the years of service for determining leave time will be the same as for full-time employees.

26 Replaces entire Article V-A, formerly entitled "VACATIONS". Instead of accruing time off every June 1, based on length of service on that date, non-union employees now will accrue leave time in the same manner as they accrue sick leave. Provision for 3 days of Family Emergency Leave each year abolished. Majority of Town union contracts have substantially identical provisions.

ARTICLE 1. AMEND WAGE AND SALARY CLASSIFICATION PLAN (Continued)

SECTION 4. In cases of certain professional personnel, the Personnel Board may establish a leave program in accordance with the general custom of such professional groups.

This Article applies to all employees except as may be otherwise provided in a collective bargaining agreement.

ARTICLE V-B

HOLIDAYS WITH PAY

SECTION 1. All permanent Town employees shall be allowed the following eleven Holidays with pay: New Year's Day, Martin Luther King Day, Washington's Birthday, Patriots Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day. When one of the foregoing holidays falls on a Sunday, the holiday will be observed on the following Monday. If a holiday falls on a regularly scheduled day off, or when a permanent Town employee is scheduled to work on a holiday, he shall be given an additional day off with pay or shall receive straight-time pay for the hours actually worked in addition to his regular pay.

ARTICLE V-C

SICK LEAVE

SECTION 1. Each permanent employee shall accumulate sick leave for personal illness at the rate of one day[27] for each four weeks of service, unless otherwise provided in a collective bargaining agreement. Sick leave will not be accumulated by an employee for any calendar month in which he is absent due to illness or leave of absence for more than 20 consecutive working days. Sick leave is for the protection of employees against loss of pay because of illness and shall not be taken into account in figuring termination pay.

27 Changed from "a month" to reflect similar provisions in union contracts.

ARTICLE 1. AMEND WAGE AND SALARY CLASSIFICATION PLAN (Continued)

SECTION 2. If on sick leave, an employee may be compensated at his regular rate of pay for absences of not more than three (3) consecutive working days, provided the employing agency is satisfied that the absence was caused by the employee's illness. Sick leave with pay will be allowed for more than three (3) consecutive working days only upon submission of a doctor's certificate satisfactory to the employing agency, which certificate will be filed with the [28] Department Head. Such payment for sick leave may not exceed the employee's accrued sick leave benefit.

SECTION 3. Up to the limit of the dollar amount accrued, an employee may request that his sick leave [29] and accrued annual leave be used to supplement any workmen's compensation payments, so long as sick leave, [30] accrued annual leave, and workmen's compensation payments in each pay period do not exceed his regular after-tax income.

SECTION 4. When an employee is on sick leave or receiving benefits under workmen's compensation and his accrued time expires, he will fall under the provisions of Article V-D, LEAVE OF ABSENCE; that is, no provision of this plan will apply, and seniority, [31] sick leave, and annual leave will not accrue during this absence.

SECTION 5. When a permanent employee, except members of the Water Department Bargaining Unit, retires or dies, he or his beneficiary shall receive severance pay equal to the employee's most recent daily straight-time rate multiplied by [32] 50% of his unused accumulated sick leave days in effect as of his retirement or death. Such severance pay shall not exceed a maximum of [33] $2,500.

28 Changed from "Town Accountant".

29 Added to reflect current practice.

30 Added to reflect current practice.

31 Added to answer questions which have arisen.

32 Changed from "25%" to the figure in all union contracts.

33 Changed from "$1,250", to the figure in most union contracts.

ARTICLE V-D

LEAVE OF ABSENCE

SECTION 1. Any employee may apply for a leave of absence without pay. The application must be approved by both the employing agency and the Personnel Board and will be granted only under unusual conditions. If a leave of absence is granted, no provision of this Plan will apply, and seniority, [34] sick leave, and annual leave will not accrue during this absence.

ARTICLE V-E

[35] BEREAVEMENT LEAVE

SECTION 1. An absence with pay for a period not to exceed three days may be granted at the discretion of the [36] Department Head in case of death of a member of an employee's immediate family. The term "immediate family" shall mean an employee's spouse, child, father, mother, sister, brother, grandparents, father-in-law, mother-in-law, brother-in-law, or sister-in-law.
[37]

ARTICLE V-F

JURY DUTY

SECTION 1. If an employee is called to serve on jury duty, he shall be paid the difference between compensation for serving on jury duty and his [38] regular (base) pay. Employees serving on jury duty, should make every reasonable attempt to report for work on the days on which they serve. Reasonable documentary proof of actual service of jury duty must be presented in order that this compensation be paid.

34 Added to answer questions which have arisen.

35 Changed from "DEATH IN A FAMILY".

36 Changed from "Administrator".

37 A section entitled Family Emergency Leave has been deleted as explained in note 26 above.

38 Changed from "normal regular base pay" to be consistent with Article V-G.

ARTICLE V-G

MILITARY LEAVE

SECTION 1. An employee called to Reserve or National Guard duty will be compensated for the difference between his military pay and his regular (base) pay for the training period not to exceed two weeks in any year, upon satisfactory evidence of completion of the training period. Military pay shall be considered to be all pay received for the entire fourteen day period, including Saturdays and Sundays. Military leave shall not be charged to vacation time.

ARTICLE V-H

39 MATERNITY LEAVE

SECTION 1. An employee is entitled to eight weeks maternity leave without pay provided she has been employed for at least six months and provided she gives two weeks notice of her expected departure date and notice that she intends to return to her job.

SECTION 2. An employee is entitled to return to the same or similar position without loss of benefits for which she was eligible on the date her leave commenced, provided she is absent from such employment for a period not exceeding eight weeks.

SECTION 3. An employee on maternity leave may use her earned sick leave or annual leave. If she has no accrued leave available or her accrued leave expires, she will fall under the provisions of Article V-D, Leave of Absence; that is, no provision of this plan will apply, and seniority, sick leave and annual leave will not accrue during this absence.

ARTICLE V-I

PHYSICAL EXAMINATION

SECTION 1. All new employees are required to have a physical examination completed prior to being hired. Physical examinations shall be done by a physician designated by the Town, at Town expense. The Town physician is responsible for recommendations to the appropriate Town department head, and for maintaining confidential medical records on the individuals.

40
Full-time active employees of the Police and Fire Departments are also required to have annual physical examinations.

39 New Article to comply with federal and state statutes and regulations.

40 Reference to "Nurses in the Public Health Department" deleted since they no longer work for the Town.

ARTICLE VII

GRIEVANCE PROCEDURE

SECTION 1. Any employee who feels aggrieved by the administration of any provision of this Plan may take the matter up with his immediate supervisor.

SECTION 2. If the matter is not cleared up following a discussion with the immediate supervisor, the employee may submit his complaint to the employing agency in writing, which shall then give the employee an informal hearing and attempt to reach a mutually satisfactory adjustment.

SECTION 3. If the matter is not satisfactorily settled within two weeks after a written complaint is made, either party may submit the question to the Personnel Board. The Personnel Board shall take the matter under advisement, may hold a public or private hearing, and shall render a final and binding decision within thirty days.

ARTICLE VIII

EXEMPTIONS

SECTION 1. No provision of this Plan shall apply to the official duties of any elected Town Officer, to any employee of the School Committee, unless brought under the Plan by the Personnel Board upon request of the School Committee, nor to any of the following work or positions while performed on a part-time basis:

	Registrars -- Clerical Work	Election Wardens
	Election Officers and Tellers	Registrars--Listing
	Milk Inspector	Inspector of Animals
	Planning Board-Clerical Assistance	Veterans' Agent
41	Public Safety Building Janitor	42

41 Changed from "Fire Station Janitors".

42 References to "Town Hall - Janitor", "Library-Janitors", and "All Civil Service Positions, Gas Inspector, Plumbing Inspector, etc." deleted.

ARTICLE 1. AMEND WAGE AND SALARY CLASSIFICATION PLAN (Continued)

COMMENTS: The Wage and Salary Classification Plan now in effect was approved by the Town in March, 1971. Although numerous amendments to the Plan have been made annually, a complete review and amendment of the Plan have become necessary, not only to incorporate the results of collective bargaining agreements and salary ranges recommended for administrative and professional positions, but also to review the text of the Plan to reflect current policies and benefit plans.

The revisions of the Plan now in effect are indicated by underlining and footnote references. The footnotes tell what additions, deletions and changes have been made. The significant differences are the provision for maternity leave, and the establishment of merit salary ranges for Administrative and Professional personnel. Most of the other changes reflect provisions of the several collective bargaining agreements which now cover substantially all Town employees other than those in an administrative or professional position.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 2. FUND TRANSFER - SCHOOLS

Proposed by: School Committee

Article 2. To see if the Town will appropriate a sum or sums of money for the operation and expenses of the School Department for the current fiscal year; to determine whether such appropriation shall be provided by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; and to determine what Town officer, board or committee or combination of them shall be authorized to expend the money or monies appropriated therefor; or take any action relative thereto.

COMMENTS: This Article proposes that $44,065 be transferred to the School Department fiscal 1982 budget from Excess and Deficiency in order to cover unforeseen expenses. The sum of $20,065 is required to cover the costs of legal judgments against the School Committee, which the law requires be added to the tax levy if not paid. The sum of $24,000 is needed for the legally mandated transportation of handicapped adults, which the School Department expected the State to fund. There are no funds in the School budget for contingencies such as these.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 3. FUND TRANSFER - BOARD OF HEALTH

Proposed by: Board of Health

Article 3. To see if the Town will appropriate a sum or sums of money for the operation and expenses of the Board of Health for the current fiscal year; to determine whether such appropriation shall be provided by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; and to determine what Town officer, board or committee or combination of them shall be authorized to expend the money or monies appropriated therefor; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Board of Health to see if the Town will vote to transfer $5,000 from Excess and Deficiency to the Board of Health for the support of hazardous waste management activities in the Town. The Board of Health has, within the past year, appointed a Hazardous Waste Coordinator for the Town. The Coordinator works on a voluntary basis, has become active in working with the State Department of Environmental Quality Engineering Regional activities, and serves as a focal point for information on hazardous waste issues for the boards, commissions, and departments in the Town, as well as for individual citizens.

The Board of Health has expressed a sense of urgency to have the Town better prepared for the eventuality of a variety of hazardous waste management situations, such as toxic waste spills, surface and well water testing, extermination chemical usage, underground chemical storage monitoring, and general public education. In order properly to respond to all types of situations from emergencies to information dissemination, the Board has requested that $5,000 be appropriated at this time.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 4. PLANNING BOARD

Proposed by: Planning Board

Article 4. To see if the Town will vote to reduce the number of members of its Planning Board, as provided for by Article 7 of the 1943 Annual Town Meeting which established a Planning Board pursuant to the provisions of Section 81A of Chapter 41 of the Massachusetts General Laws, from six to five members and to eliminate one of the two terms which is scheduled to expire in 1984 and which is now vacant, or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant at the request of the Planning Board to see if the Town would approve reducing the number of Planning Board members from six to five.

No other Board in Town has an even number of members. If there is an even division of opinion on the Planning Board, it is impossible to present a majority report to the Town concerning matters under its jurisdiction.

The Selectmen endorse the Planning Board's request.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

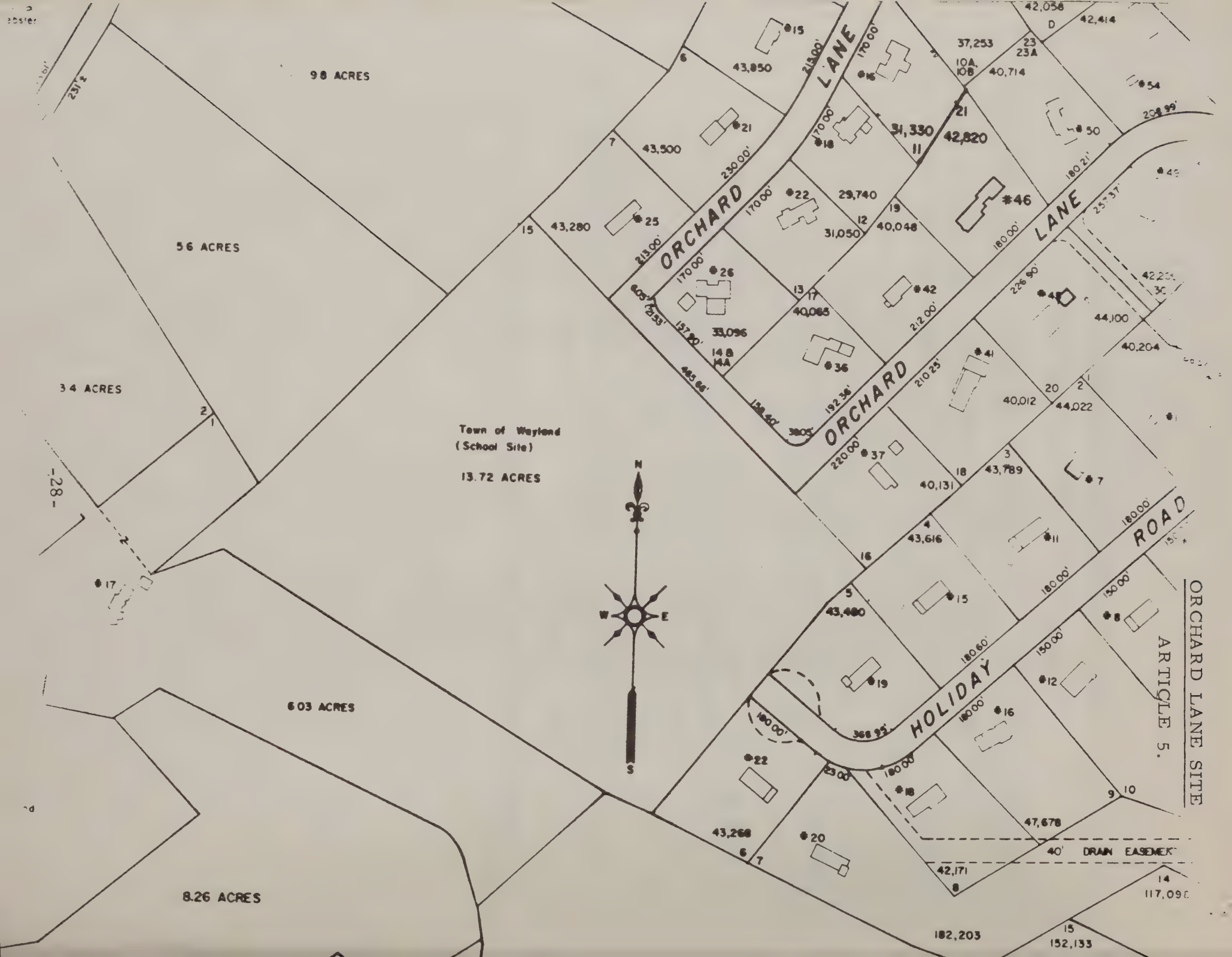
ARTICLE 5. ACQUIRE ORCHARD LANE PROPERTY

Proposed by: Housing Authority

Article 5. To see if the Town will instruct the School Committee, with the approval of the Finance Committee and of Town Counsel as to form, to convey, abandon, release or otherwise dispose of to the Board of Selectmen a vacant parcel of land with the trees thereon, off Orchard Lane, situated in Wayland, shown as Lot 15 on Land Court Plan 4303F entitled "Subdivision Plan of Land in Wayland" dated January 4, 1956, by Everett M. Brooks, Co., Civil Engineers, filed in the Land Registration Office, a copy of part of which is filed with the South Middlesex Registry District of the Land Court with Certificate of Title No. 90459 in Registration Book 582, Page 109, and to instruct the Board of Selectmen to petition the General Court of the Commonwealth of Massachusetts to adopt legislation which may be necessary for this purpose, or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Wayland Housing Authority to see if the Town will vote to instruct the School Committee to transfer the parcel of land containing the vacant school site at Orchard Lane to the Board of Selectmen. If this Article is passed, the Town will then proceed under the following Article to complete the transfer of the Orchard Lane site to the Wayland Housing Authority. A full description of the background of this matter appears in the Comments under the next Article.

RECOMMENDATION: The Finance Committee recommends approval of the Article.


ORCHARD LANE SITE
ARTICLE 5.
98 ACRES
56 ACRES
34 ACRES
6.03 ACRES
8.26 ACRES
Town of Wayland
(School Site)
13.72 ACRES
ORCHARD LANE
ORCHARD
HOLIDAY ROAD
40' DRAIN EASEMENT
-28-
N
S
E
W

ARTICLE 6. CONVEY ORCHARD LANE PROPERTY

Proposed by: Housing Authority

Article 6. To see if the Town will authorize the Board of Selectmen, with the approval of the Finance Committee and of Town Counsel as to form, to sell, convey, abandon or otherwise dispose of to the Wayland Housing Authority and/or an entity designated by said Authority a vacant parcel of land, with the trees thereon, off Orchard Lane, situated in Wayland, shown as Lot 15 on Land Court Plan 4303F entitled "Subdivision Plan of Land in Wayland" dated January 4, 1956, by Everett M. Brooks, Co., Civil Engineers, filed in the Land Registration Office, a copy of a part of which is filed with the South Middlesex Registry District of the Land Court with Certificate of Title No. 90459 in Registration Book 582, Page 109, for the purpose of constructing no more than 44 units of low-income housing (32 elderly, 12 family), providing that the portion of land not utilized for the construction of this 44-unit community as so determined by the Housing Authority either be conveyed back to the Town or be placed under a conservation restriction, and to specify the minimum to be paid therefor, or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Wayland Housing Authority to see if the Town will vote to authorize the Board of Selectmen to sell the parcel of land containing the vacant school site at Orchard Lane to the Housing Authority.

At the time of the Special Town Meeting in May, 1981, the Housing Authority had applied to the State for a housing grant under Chapters 667 (Low-Income Elderly and Handicapped) and 705 (Low-Income Family). The Authority asked the Town at that meeting to approve an Article that would provide for the construction of such housing at the Doran Road site. The Town defeated the Article and instead voted to establish a Site Selection Committee for the purpose of evaluating all available parcels of land in the Town. The Committee was to report its findings, and make a specific recommendation to the Housing Authority in time to take advantage of the forthcoming grant.

Shortly after the May, 1981, Town Meeting, the Town received formal notification of the award of a $2.1 million grant for the purpose of building 32 units of housing for low-income elderly and handicapped and 12 units of housing for low-income families.

ARTICLE 6. CONVEY ORCHARD LANE PROPERTY (Continued)

COMMENTS: The Site Selection Committee was appointed in June, and during the subsequent months the Committee considered more than 150 parcels of both private and public land, ultimately narrowing the number to 10 parcels of Town-owned land for further detailed evaluation. After completing this study, consulting with State authorities, and holding public hearings, the Committee, by a 9-2 vote, recommended to the Housing Authority that the vacant school site at Orchard Lane be used for the housing authorized under the grant. The Housing Authority endorsed the Orchard Lane site by a 5-0 vote.

The Orchard Lane site is currently under the jurisdiction of the School Committee, as the result of a 1956 Town vote to purchase the land for possible future school building needs. Although the School Committee believes that as a matter of clear policy it should retain all of the vacant sites now under its control, it has in the case of the Orchard Lane parcel voted to relinquish its control if Town Meeting approves the project or authorizes sale to the Housing Authority.

In view of the demand for public housing, the availability of the $2.1 million grant, the thorough evaluation of available parcels by the Site Selection Committee, the concurrence of the Housing Authority as to the suitability of the Orchard Lane site, and the approval of the site by the State, the Finance Committee recommends approval of the Article.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 7. TRANSFER OF TOWN BUILDING GROUNDS TO HOUSING AUTHORITY

Proposed by: Petitioners

Article 7. To see if the Town will authorize the Selectmen and/or the School Committee to sell, convey, abandon, or otherwise dispose of to the Wayland Housing Authority and/or an entity designated by said Authority several parcels of land proximate to the Town Building (former Junior High School Building) described as Parcels 1, 1A, 3, 4, and 5 on a Plan on file with the Town Clerk entitled, "Compiled Plan of Town Owned Land in Wayland, Mass. January 12, 1967 Scale 1" = 100' Wayland Engineering Department", and to specify the minimum to be paid therefor, or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant as a result of a Citizens' Petition. The intent of the Article is to transfer portions of the Town Building grounds to the Housing Authority for multi-unit subsidized housing for low-income elderly and families.

While the Finance Committee recognizes the Petitioners' desire to investigate the possibility of using the Town Building grounds for housing, as stated in the previous Article the Finance Committee has endorsed the Housing Site Committee's recommendation. The Housing Site Committee rejected the Town Building grounds due to the perceived difficulties relating to septic facilities, clearance of title to the land for housing purposes, provision of an alternative site for active recreation, and the time necessary to resolve these matters. This Article only begins to address these problems. Since further action must wait for another Town Meeting, the Finance Committee believes that this Article is not an immediate solution. The Petitioners are encouraged to work with the Housing Site Committee in pursuing this site for future use.

RECOMMENDATION: The Finance Committee does not recommend approval of the Article.

ARTICLE 7. TOWN BUILDING GROUNDS

ARTICLE 8. ACQUIRE WATERTOWN DAIRY PROPERTY - 92 ACRES

Proposed by: Conservation Commission

Article 8. To see if the Town will authorize the Conservation Commission to acquire by purchase, gift, or otherwise, for conservation purposes including passive outdoor recreation and agriculture, the fee or any lesser interest in a vacant parcel of land standing in the name of the Farmers Home Administration, containing 92 acres more or less, being part of a larger parcel shown as land of Hyman Shick on Plates 9, 10, 13, and 14 of the Town Atlas, and shown more particularly on a plan on file with the Town Clerk entitled "Plan of Land in Wayland, Mass. Showing a Portion of Land Owned By the Farmers Home Administration containing 92 Acres More or Less" dated Oct. 20, 1981, Scale 1" = 200' by the Wayland Engineering Department, together with any or all rights, title, and interest of the owner or owners of the above-described premises in streets and ways adjoining the same; and subject to easements of record and proposed easements shown on a plan entitled "Plan of Land in Wayland, Mass." by the Wayland Engineering Department dated February 20, 1979, amended March 14, 1980; to determine whether the Town will appropriate money therefor, to be provided by taxation, by appropriation from available funds, by borrowing under the provisions of Chapter 44 of the General Laws, or otherwise; and to see if the Town will authorize the Conservation Commission to apply and contract for aid from any public or private sources for the purposes of this article, including financial assistance under Chapter 132A Section 11 of the General Laws; or to take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Conservation Commission to see if the Town will vote to purchase 92 acres of the Watertown Dairy land. Since 1967, this land has been part of the Conservation Commission Master Plan.

Earlier this year, the Farmers Home Administration (FmHA) acquired the Shick properties in a mortgage-foreclosure sale, for purposes of resale. The Conservation Commission, among others, would like to see the property kept intact and actively farmed. However, no farmer has expressed an interest in the entire parcel. Instead, a number of prospective buyers who wish to preserve the character of the property have joined forces in order to acquire three parcels which the FmHA is selling as a unit. The proposed disposition of these parcels, outlined on the accompanying diagram, would be as follows:

ARTICLE 8. ACQUIRE WATERTOWN DAIRY PROPERTY - 92 ACRES (Continued)

COMMENTS:

a.) 140 acres (Parcel A) to be held by a temporary owner until the Fish and Wildlife Service acquires funds with which to purchase the parcel and incorporate it in the Great Meadows National Wildlife Refuge. This parcel is primarily wetland and unsuitable for development or agriculture.

b.) 92 acres (Parcel B1) to be acquired by the Town of Wayland.

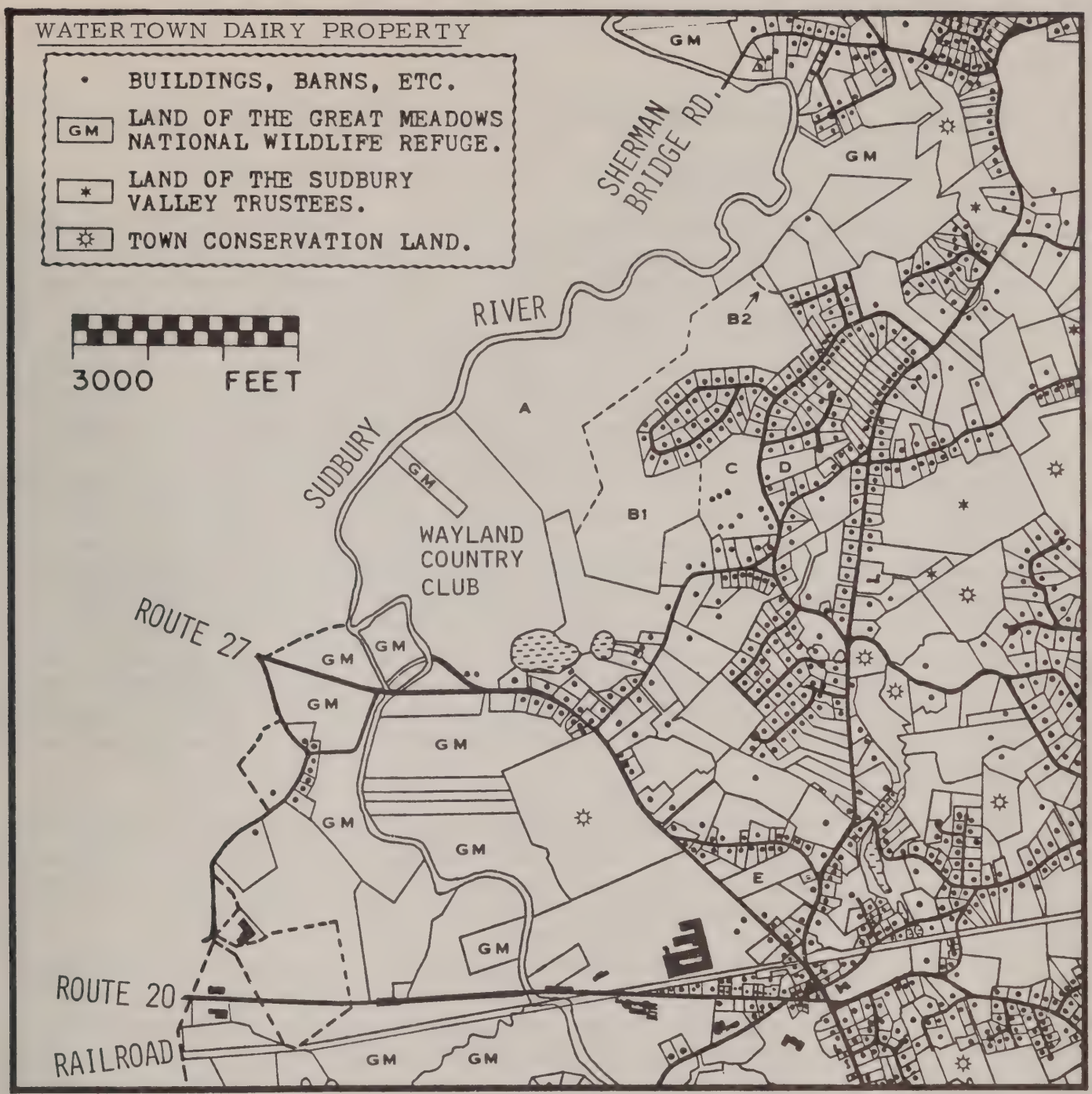
c.) 1.2 acres (Parcel B2) to be acquired by the Town of Wayland Water Department with funds appropriated at 1981 Annual Town Meeting.

d.) 25 acres (Parcel C), with existing buildings, to be purchased by a private buyer who will keep dairy cows.

Parcel B (B1 and B2 combined) has been appraised at $270,000. The Water Department will pay $10,000 for Parcel B from funds previously appropriated by Town Meeting. Of the purchase price of $260,000 for Parcel B1, $137,000 would be provided from available funds and the balance, $123,000, would be transferred from funds previously provided to purchase the development rights on the so-called Anzivino land. Negotiations between the owners of the Anzivino parcel and the Conservation Commission have been unsuccessful, and there appears no immediate likelihood that they will be re-opened.

From preliminary discussions with the State, the Conservation Commission believes there is some possibility that Wayland may receive State aid of 50% of the purchase price.

RECOMMENDATION: The Finance Committee recommends approval of the Article.



PART OF WAYLAND SHOWING PROPERTY LINES (MOSTLY AS OF 1977), ROADS, BUILDINGS, ETC. THE WATERTOWN DAIRY PARCELS ARE LABELED A-E.

PARCEL	ACRES	DESCRIPTION	PROPOSED DISPOSITION
A	140	Swamp and river meadows.	Ultimately Great Meadows NWR.
B1 + B2	93	Farm land. No buildings.	Town of Wayland @ $270,000.
C	25	Farm land and buildings.	Private buyer.
D	5	Meadow.	Private buyer.
E*	8	Unbuildable low land.	Town of Wayland @ $12,000.

*Parcel E is 1000 feet northeast of the Raytheon building.

ARTICLE 9. ACQUIRE WATERTOWN DAIRY PROPERTY - 8 ACRES

Proposed by: Conservation Commission

Article 9. To see if the Town will authorize the Conservation Commission to acquire by purchase, gift, or otherwise, or authorize the Board of Selectmen, upon the written request of the Commission,to take by eminent domain, for conservation purposes including agricultural use and passive outdoor recreation, the fee or any lesser interest in a vacant parcel of land standing in the name of the Farmers Home Administration, containing 7.96 acres more or less, shown on Plate 23 of the Town Atlas as well as on a plan on file with the Town Clerk entitled "Plan of Land in Wayland, Roland H. Barnes & Co., C.E.'s. December 1940", recorded in the Registered Land Section of the South Middlesex Registry of Deeds, Cambridge, Mass. in Book 326, Page 97, together with any or all rights, title, and interest of the owner or owners of the above-described premises in the streets and ways adjoining the same; to determine whether the Town will appropriate money therefor, to be provided by taxation, by appropriation from available funds, by borrowing under the provisions of Chapter 44 of the General Laws, or otherwise; and to see if the Town will authorize the Conservation Commission to apply and contract for aid from any public or private sources for the purposes of this article, including financial assistance under Chapter 132A Section 11 of the General Laws; or to take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Conservation Commission to see if the Town will vote to purchase an 8-acre parcel of Watertown Dairy land for $12,000, shown as Parcel E on the accompanying diagram.

This parcel, as well, is part of the Conservation Commission Master Plan. It is some distance from the land described in the previous Article. This parcel runs between Bow Road and Old Sudbury Road, and is primarily wet. The Conservation Commission may attempt to use some of the drier portions for gardening.

This purchase may also be eligible for 50% reimbursement under the Self-Help program.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 10. ACQUIRE MCMANUS PROPERTY

Proposed by: Board of Selectmen

Article 10. To see if the Town will authorize the Selectmen to acquire by purchase, exchange, gift, or otherwise, for highway and related purposes, the fee or any lesser interest in two parcels of land with the buildings and trees thereon on the Boston Post Road standing in the name of Wayland Associates containing 13,655 sq.ft. and 6,215 sq.ft. respectively, shown as Lots A and B on plate No. 23 of the Town Atlas as well as on a plan on file with the Town Clerk entitled "Plan of Land in Wayland, Mass. Property of Thomas F. McManus, Scale: 1 in. = 20 ft., dated Nov. 1930, by Rowland H. Barnes & Henry F. Beal, Civil Engineers" and filed in the Middlesex South District Registry of Deeds in Book 5531, Page 387, and more fully described as follows:

Beginning at a point on the Southerly sideline of State Road West at an iron pin at the intersection of said sideline and the property line between Lot A and Lot C, thence

S 01-12-00W,	one hundred fifty-four and 6/10 (154.6) feet more or less to the northerly sideline of Pelham Island Road, thence
Northeasterly,	three hundred eleven (311) feet more or less to the southerly sideline of State Road West, thence
Westerly,	two hundred ninety-eight (298) feet more or less by the southerly sideline of State Road West, to the point of beginning.

together with any or all rights, title and interest of the owner or owners of the above-described premises in the streets and ways adjoining the same; to determine whether the Town will appropriate money therefor, to be provided by taxation, by appropriation from available funds, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Board of Selectmen to see if the Town will vote to acquire approximately 1/2 acre of land with the buildings thereon from members of the McManus family. The property is located at the intersection of Pelham Island Road and State Road West and consists of the Ford dealership building (including the antique store) and about 1/2 acre of land.

ARTICLE 10. ACQUIRE MCMANUS PROPERTY (Continued)

COMMENTS: This same property was considered under Article 4 in the Warrant for the Special Town Meeting last Spring. A motion to acquire land requires approval by 2/3 of the voters in attendance and so while a majority favored it, 266-146, it failed to get the 275 affirmative votes needed to pass.

This Article, lacking an eminent domain provision, only allows the Selectmen to make an offer for the property on behalf of the Town, which, of course, the sellers are free to refuse.

The auto dealership building, while a landmark structure in Town, appears to have outlived its usefulness. As a practice matter, under existing zoning, it would be highly unlikely that it could ever be put to any other use than as an auto dealership, due to the requirements of the site plan approval process. Even if the building were to continue as an auto dealership, it will require a new septic system. The basement under the building is presently full of water, and the septic system does not meet existing Board of Health regulations.

The owners of the land are presently involved in a court proceeding to divide the property. Consequently, a court appointed Commissioner has authority to sell the land. The Board of Selectmen has been negotiating with the Commissioner, and as of this writing, he reports no other offer for these parcels.

The Selectmen feel that it may be advantageous, both for the Town and for the owners, if an offer can be made at this time.

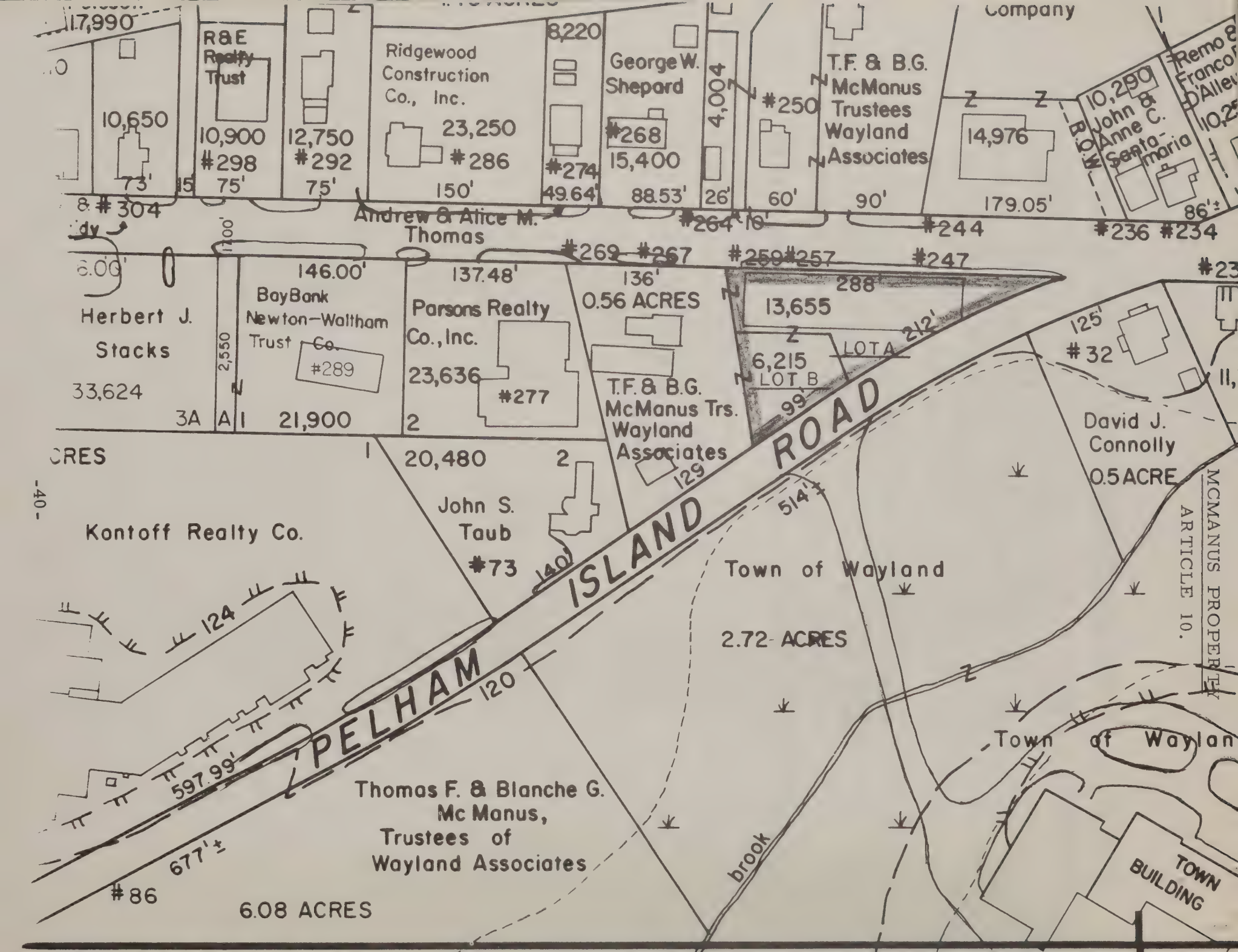
The primary purpose for acquiring the property, however, is to improve the appearance of the center of Town. If the Town obtains the land, the Selectmen would cause the auto dealership building to be torn down and then present an Article to the Town Meeting in April 1982 to turn most of the triangular lot over to the Park Department.

ARTICLE 10. ACQUIRE MCMANUS PROPERTY (Continued)

COMMENTS: Subsidiary to the main reason for acquiring the dealership property is an opportunity to create a 200 foot section of formal access from Pelham Island Road and the Town Building to the western portion of Boston Post Road and vice versa. Present traffic has to cut through parking lots on privately owned commercial property or make an awkward hairpin turn in order to make this turn.

The Selectmen believe that the opportunity to improve the attractiveness of Wayland Center and to ameliorate a traffic problem may not occur again. The Town should make an offer to purchase the property; an offer of $80,000 is proposed.

RECOMMENDATION: The Finance Committee recommends approval of the Article.


17,990
R&E Realty Trust
10,650
10,900
#298
12,750
#292
Ridgewood Construction Co., Inc.
23,250
#286
8,220
#274
49.64'
George W. Shepard
#268
15,400
88.53'
4,004
26'
#250
60'
T.F. & B.G. McManus Trustees Wayland Associates
90'
14,976
179.05'
10,290
John & Anne C. Santamaria
#236 #234
#304
Andrew & Alice M. Thomas
#269 #267
#259 #257
#247
#244
#264
146.00'
137.48'
136'
0.56 ACRES
Herbert J. Stacks
33,624
BayBank Newton-Waltham Trust Co.
#289
2,550
Parsons Realty Co., Inc.
23,636
#277
T.F. & B.G. McManus Trs. Wayland Associates
13,655
288
LOT A
212'
6,215
LOT B
99'
125'
#32
David J. Connolly
0.5 ACRE
21,900
20,480
129
514'±
ISLAND ROAD
Kontoff Realty Co.
John S. Taub
#73
140'
Town of Wayland
2.72 ACRES
MCMANUS PROPERTY
ARTICLE 10.
124
PELHAM
120
597.99'
677'±
#86
6.08 ACRES
Thomas F. & Blanche G. Mc Manus, Trustees of Wayland Associates
brook
TOWN BUILDING
-40-

ARTICLE 11. PARKING FINES

Proposed by: Board of Selectmen

Article 11. To see if the Town will vote to accept the provisions of Section 20A or Section 20A 1/2 of Chapter 90 of the Massachusetts General Laws enacted by Section 115 of Chapter 351 of the Acts of 1981 as said sections may be amended, relative to the enforcement of parking regulations or to authorize its Board of Selectmen to accept either of such provisions; to appropriate a sum of money for the enforcement thereof, including sums necessary to implement the duties of a Parking Clerk to be appointed pursuant to either of such sections; to determine whether such appropriation shall be provided by appropriation from available funds, by funds received as grants from the Commonwealth or Federal government, or otherwise; and to authorize the Board of Selectmen to expend the monies for the purposes set forth above; or take any action relative thereto.

COMMENTS: The State Budget for FY 1982 includes, among its so-called Outside Sections, legislation which transfers the authority and responsibility for processing parking tickets from the District Courts back to the cities and towns. The law, which is now in effect, permits the present method of handling parking violations to continue until January 1, 1982. Before that date, the Town must vote to accept one of the two local options provided in the legislation and known as Section 20A and Section 20A 1/2. Failure to do so would leave the Town with no mechanism for processing parking tickets, and would bring to an end the Town's authority to enforce parking regulations. The legislation requires that the Selectmen appoint a Parking Clerk to perform the duties associated with parking violations, who would also have the authority, subject to appropriation, to hire or designate personnel or contract for services needed to carry out such duties. In the case of Section 20A, the Parking Clerk may not perform any police function.

Neither of the sections referred to is completely acceptable for the Town's needs and policies regarding parking violations and fines. Section 20A 1/2 appears to be the more satisfactory of the two options; principally, because its parking fine schedule is more in keeping with Wayland's current schedule of fines.

ARTICLE 11. PARKING FINES (Continued)

COMMENTS: Legislation has been filed to amend both sections which would make both more acceptable to the cities and towns. Whether legislation passes and, if so, what the legislation contains will determine what motion will be made under the Article.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

You are required to serve this Warrant by posting copies thereof, attested by you, at the Town Building, at the public libraries in Cochituate and in Wayland Center, fourteen days at least, before the time of holding said meeting.

Hereof, fail not and make due return of this Warrant with your doings thereon to the Town Clerk on or before November 3, 1981.

Given under our hands and seal this twenty-seventh day of October in the year one thousand nine hundred and eighty-one.

CATHERINE W. SEILER
L. THOMAS LINDEN
HERBERT N. ODELL, JR.
MARCIA P. CROWLEY
W. H. IRVINE

Selectmen of the Town of
Wayland

ROBERT S. SWAIN, JR.
KAREN E. BROTHERS
WILLIAM G. SEGAL
PAUL F. FOSKETT
RUSSELL A. ASHTON
JAMES F. BARRETT

Finance Committee

A True Copy Attest.
Joseph C. Brown
Constable of Wayland

NOTES

NOTES

TOWN OF WAYLAND
Board of Selectmen
41 COCHITUATE ROAD
WAYLAND, MASS. 01778

Bulk Rate
U.S. Postage
PAID
Permit No. 16
Wayland, Mass.

POSTAL PATRON
WAYLAND, MASS. 01778